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ABSTRACT

A campus climate study was conducted at Olympic College (OC), in Washington, to measure student, staff, and faculty perceptions of acceptance, support, and understanding of diverse groups on campus. Specifically, the student and staff survey instruments requested participants' level of agreement or disagreement with respect to 22 statements about the campus social and learning environment; sensitivity to ethnic, age, gender and physical differences; OC's role in encouraging diversity; accessibility; awareness of cultural differences; and student organizations and support services. Surveys were mailed to a sample of 1,755 main campus students and all 18 campus administrators, 93 full-time faculty, and 118 classified staff. Usable surveys were received from 1,138 students, 12 administrators, 28 faculty, and 54 classified staff, for a total of 1,232 responses. Responses were analyzed to determine heterogeneity or independence, significant differences in variance between groups, and differences among means. In general, students and staff were positive with respect to the acceptance of diversity at OC, although some areas for improvement were identified, including OC's role in helping people from diverse backgrounds work together, helping students understand what is unacceptable about mistreating people because of their differences, and providing curriculum and programs to address cultural diversity. The survey items, including tables of student and staff responses, a description of findings, and a brief recommendation for each, comprise the bulk of the report. (KP)

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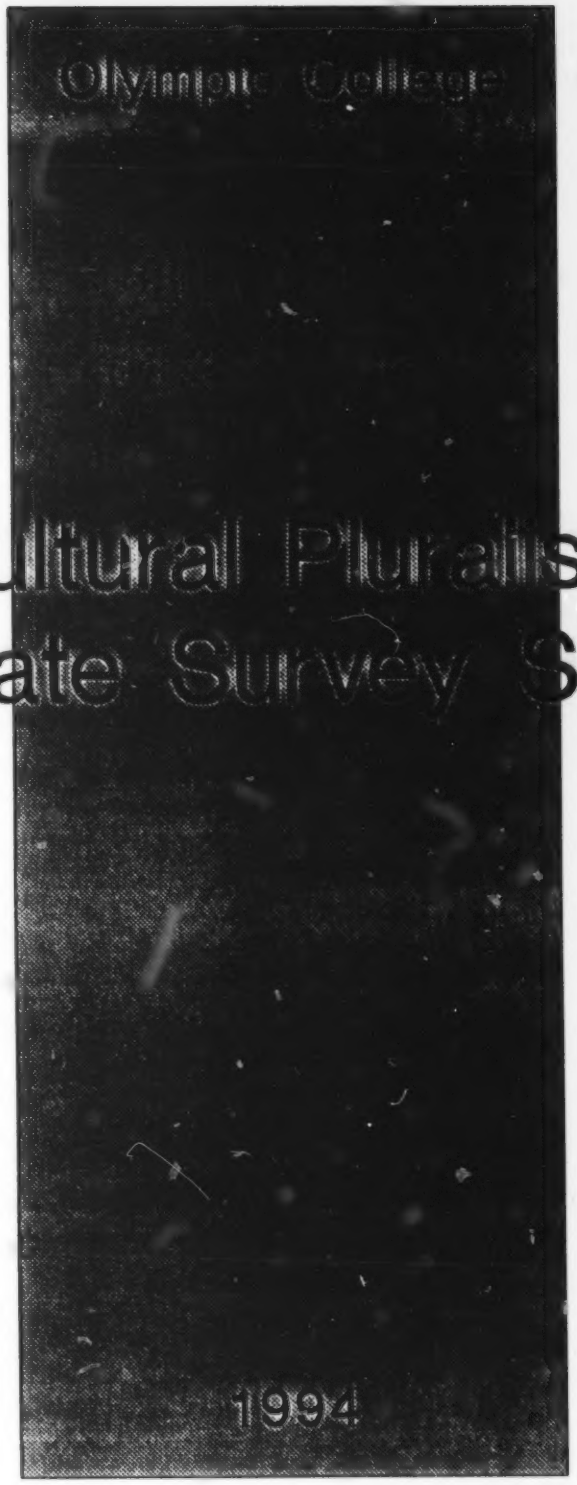

Cultural Pluralism Climate Survey Study

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Introduction

The Cultural Pluralism Committee set a Campus Climate Survey Research Study as one of its primary goals for the 1994-95 academic year. Dr. A. Bud Langan, Associate Dean of Instruction, was assigned the responsibility for designing and conducting the survey research project, which was required to meet State Board for Community and Technical Colleges requirements. Because achieving diversity is an institutional priority, the Climate Survey Research Study was conducted as a self-assessment of the social climate of the campus as it relates to students and staff and their perceptions of acceptance, support and understanding. To achieve true diversity, the social environment of the college must grow to higher levels of acceptance, tolerance and appreciation, and the CSRS was designed to help identify those areas where improvement needs to be made.

Research Design and Implementation of the Study

Dr. A. Bud Langan
Associate Dean of Instruction

Laura Keeler
Instructional Services

Methodology

The Climate Survey Research Study (CSRS) consisted of two elements, a student survey and a staff survey. Both surveys consisted of 22 questions, and similar questions were asked across groups.

The groups surveyed were a sample of main campus students, the entire administrative staff, all full-time faculty, and all classified staff. A Student Management Information System (SMIS) report was run to identify selected classes, instructors, and the numbers of students in each section to be surveyed. Envelopes with the required number of student surveys were prepared and sent to the 10 AM and 4:45 PM classes covered by a letter from the committee faculty representative serving the related instructional unit. Staff surveys were prepared for the total population of administrators, faculty, and classified staff and covered by letters from representatives of each respective group, then placed in the campus mailboxes with return directions.

A week within Winter Quarter was selected to conduct the survey. Instructional administrators were briefed on the process and asked to assist their units' Cultural Pluralism Committee representatives in dispersing the student surveys to 10 AM and 4:45 PM faculty.

The process worked smoothly, and questions were answered at the unit level by committee representatives.

A cut-off date was set, and the surveys were returned to the Associate Dean's office for tabulation.

The STATISTIX 4.0 research design was set up for input of the surveys.

CLIMATE SURVEY POPULATION SAMPLE/RETURN RATE

	Total Population	Sample Population	%	Total Return	%
Students	6,108	1,755	28.7%	1,138	64.8%
Administrators	18	18	100%	12	66.7%
Faculty	93	93	100%	28	30.1%
Classified	118	118	100%	54	45.8%
TOTAL	***6,337***	***1,984***	***100%***	***1,232***	***62.0%***

NOTE: Of all students responding to the survey, 80 percent identified themselves as full-time, and 20 percent as part-time.

Data analysis utilizing the STATISTIX 4.0 software consisted of descriptive statistics and the Chi-Square Test for Heterogeneity or Independence. The One-Way Analysis of Variance (ANOVA) was utilized to determine a significant difference in the variance between groups, and the Tukey (HSD) was used to determine the differences among the means.

The following tables indicate the survey results by survey question. Certain tables indicate a differently-worded question on the same topic between students and staff, and the data is arrayed in a side-by-side format for comparison purposes.

Related demographics information is provided in the Appendices.

Survey Question 1:
TABLE 1

	"OC is a comfortable place to be a student."				*"OC is a comfortable place to work."*					
	STUDENTS *				STAFF *					
	F-T		P-T		Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Disagree	5	(1.0%)	1	(1.0%)	0	(0.0%)	3	(11.1%)	7	(13.0%)
Slightly Disagree	56	(6.1%)	11	(5.2%)	1	(8.3%)	5	(18.5%)	16	(29.6%)
Agree	602	(65.8%)	147	(70.0%)	7	(58.3%)	12	(44.4%)	22	(40.7%)
Strongly Agree	252	(27.5%)	51	(24.3%)	4	(33.3%)	7	(25.9%)	9	(16.7%)
	915	(100.0%)	210	(100.0%)	12	(100.0%)	27	(100.0%)	54	(100.0%)

N = 1,218

One-Way Analysis of Variance (ANOVA) was run by group, and an F ratio of 16.42 indicated that there was a significant difference between mean scores.

The Tukey (HSD) Pairwise Comparison of the means by group indicated that there is a significant difference between the mean scores of students (3.2073) and staff (2.9063).

Findings

There is a significant difference between the perceptions of staff and students as expressed in Table 1. Both full-time and part-time students express a high level of agreement that Olympic College is a comfortable place to be a student. Administrators express a similar pattern of agreement relative to OC being a comfortable place to work.

Twenty-nine point six percent of the faculty who responded disagreed that OC was a comfortable place to work, while 42.6 percent of the classified staff who responded also disagreed.

The findings indicate that administrators who responded are generally comfortable in the OC environment, while some of the faculty and classified staff are not.

RECOMMENDATION:

That additional study needs to occur with the faculty and classified staff to determine the source of the discomfort.

***Survey Question 2**: "There is no discrimination against me at Olympic College."*
TABLE 2

	STUDENTS				STAFF					
	F-T		P-T		Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Disagree	18	(2.1%)	4	(2.0%)	2	(16.7%)	5	(18.5%)	12	(23.5%)
Slightly Disagree	102	(11.7%)	10	(4.9%)	4	(33.3%)	5	(18.5%)	10	(19.6%)
Agree	485	(55.5%)	120	(58.8%)	6	(50.0%)	10	(37.0%)	22	(43.1%)
Strongly Agree	269	(30.8%)	70	(34.3%)	0	(0.0%)	7	(25.9%)	7	(13.7%)
	874	(100.0%)	204	(100.0%)	12	(100.0%)	27	(100.0%)	51	(100.0%)

N = 1,168

Findings

Table 2 indicates that the majority of students sampled do not experience discrimination. Table 2, however, indicates that 50 percent of the administrators, 37 percent of the faculty, and 43.1 percent of the classified staff who responded indicate they feel some discrimination.

RECOMMENDATION:

There is a need to build an awareness among staff at Olympic College of discriminatory practices in language, action, or deeds.

Survey Question 3: *"OC instructors treat students fairly, regardless of their ethnic or cultural backgrounds."*

TABLE 3

	STUDENTS				STAFF					
	F-T		P-T		Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Disagree	20	(2.3%)	2	(1.0%)	1	(11.1%)	2	(8.3%)	4	(11.4%)
Slightly Disagree	74	(8.5%)	7	(3.5%)	4	(44.4%)	2	(8.3%)	9	(25.7%)
Agree	497	(57.0%)	122	(61.6%)	4	(44.4%)	10	(41.7%)	16	(45.7%)
Strongly Agree	281	(32.2%)	67	(33.8%)	0	(0.0%)	10	(41.7%)	6	(17.1%)
	872	(100.0%)	198	(100.0%)	9	(100.0%)	24	(100.0%)	35	(100.0%)

N = 1,138

Findings

Table 3 indicates that the majority of students sampled indicate that they are treated fairly regardless of their ethnic or cultural backgrounds.

Fifty-five point 5 percent of the administrators and 37.1 percent of the classified staff, however, disagreed with Question 3. 16.6 percent of the faculty also disagreed.

RECOMMENDATION:

The few student complaints received at Olympic College may be gaining more attention than is merited. Inconsistency in how policies are carried out may contribute to some confusion/distortion. A review and clarification of the student complaint processes, procedures, and policies would be appropriate. Both administrators and staff should be involved in clearly defining and understanding the implementation of the student complaint procedure/process. Workshops should be held on the student complaint process for all groups.

Survey Question 4:
TABLE 4

	"My instructors treat women and men with equal respect."				*"OC instructors treat both female and male students fairly."*					
	STUDENTS				STAFF					
	F-T		P-T		Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Disagree	15	(1.7%)	3	(1.5%)	1	(11.1%)	3	(12.0%)	5	(13.5%)
Slightly Disagree	114	(12.8%)	14	(6.9%)	4	(44.4%)	2	(8.0%)	11	(29.7%)
Agree	496	(55.7%)	109	(53.7%)	3	(33.3%)	12	(48.0%)	14	(37.8%)
Strongly Agree	266	(29.9%)	77	(37.9%)	1	(11.1%)	8	(32.0%)	7	(18.9)
	891	(100.0%)	203	(100.0%)	9	(100.0%)	25	(100.0%)	37	(100.0%)

N = 1,165

Findings

Table 4 indicates that the majority of students and faculty responding to the student question felt that Olympic College instructors treat women and men with equal respect, or fairly.

In Table 4, the staff responses indicate that some of the administrators and classified staff who responded disagree with the question that OC instructors treat both female and male students fairly.

RECOMMENDATION:

That the clarified student complaint process and procedure need to be clearly articulated to all groups. There is also a need for staff to become familiar with student rights and student responsibilities.

Survey Question 5:
TABLE 5

"I know how to seek help at OC if I feel that I am being mistreated because of my ethnic or cultural identity."

"I know how to seek help at OC if I feel I am being discriminated against by other employees or supervisors because of my ethnic or cultural identity."

	STUDENTS				STAFF					
	F-T		P-T		Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Disagree	120	(15.2%)	34	(19.7%)	1	(8.3%)	0	(0.0%)	4	(7.7%)
Slightly Disagree	133	(16.9%)	28	(16.2%)	2	(16.7%)	6	(24.0%)	8	(15.4%)
Agree	395	(50.1%)	85	(49.1%)	6	(50.0%)	12	(48.0%)	24	(46.2%)
Strongly Agree	140	(17.8%)	26	(15.0%)	3	(25.0%)	7	(28.0%)	16	(30.8%)
	788	(100.0%)	173	(100.0%)	12	(100.0%)	25	(100.0%)	52	(100.0%)

N = 1,050

Findings

Thirty-two point one percent of the full-time and 36.9 percent of the part-time students who responded do not appear to know how to seek help if they are discriminated against.

More than 75 percent of the staff indicated they know how to obtain help.

RECOMMENDATION:

Informational workshops for students and staff should be provided. Additional written materials and media materials could be developed. The clear articulation of the student complaint process mentioned in question 4 could also contribute to a modification of this perception.

Survey Question 6:
TABLE 6

	"I know how to seek help at OC if I feel that I am being mistreated because of my gender (male or female)."				*"I know how to seek help at OC if I feel I am being discriminated against by other employees or supervisors because of my gender."*					
	STUDENTS				STAFF					
	F-T		P-T		Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Disagree	131	(16.3%)	35	(19.4%)	0	(0.0%)	1	(4.0%)	6	(11.5%)
Slightly Disagree	145	(18.0%)	32	(17.8%)	3	(25.0%)	4	(16.0%)	4	(7.7%)
Agree	387	(48.0%)	87	(48.3%)	6	(50.0%)	14	(56.0%)	28	(53.8%)
Strongly Agree	143	(17.7%)	26	(14.4%)	3	(25.0%)	6	(24.0%)	14	(26.9%)
	806	(100.0%)	180	(100.0%)	12	(100.0%)	25	(100.0%)	52	(100.0%)

N = 1,075

Findings

Table 6 indicates that 34.3 percent of the full-time students and 37.2 percent of the part-time students who responded indicated disagreement or slight disagreement with question 6. The staff indicated a disagreement or slight disagreement.

RECOMMENDATION:

A clearly articulated student complaint process and workshops may help reduce the levels of disagreement for students.

Regular staff workshops on complaint procedures and rights and responsibilities should help increase the awareness of Olympic College resources.

Survey Question 7:
TABLE 7

"The OC environment encourages students and employees from diverse ethnic and cultural backgrounds to meet one another."

	STUDENTS				STAFF					
	F-T		P-T		Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Disagree	52	(7.1%)	6	(4.1%)	2	(16.7%)	6	(24.0%)	6	(12.2%)
Slightly Disagree	168	(22.9%)	35	(24.0%)	3	(25.0%)	3	(12.0%)	9	(18.4%)
Agree	395	(53.9%)	90	(61.6%)	7	(58.3%)	13	(52.0%)	26	(53.1%)
Strongly Agree	118	(16.1%)	15	(10.3%)	0	(0.0%)	3	(12.0%)	8	(16.3%)
	733	(100.0%)	146	(100.0%)	12	(100.0%)	25	(100.0%)	49	(100.0%)

N = 965

Findings

Table 7 indicates that 30 percent of the full-time students and 28.1 percent of the part-time students who responded indicated some disagreement with question 7. Forty point seven percent of the administrators, 36 percent of the faculty, and 30.6 percent of the classified staff also indicated some disagreement.

RECOMMENDATION:

The hiring of five full-time people of color during 1994 is a step forward in changing the staff mix. It is recommended that the Cultural Pluralism Committee continue to work with faculty and students to build awareness and appreciation for diversity.

Survey Question 8:
TABLE 8

	"OC offers a positive learning experience for its students."				*"OC offers a positive learning experience for students from all types of ethnic and cultural backgrounds."*					
	STUDENTS				STAFF					
	F-T		P-T		Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Disagree	9	(1.0%)	3	(1.4%)	1	(10.0%)	1	(3.8%)	7	(16.7%)
Slightly Disagree	82	(9.1%)	14	(6.8%)	2	(20.0%)	9	(34.6%)	4	(9.5%)
Agree	583	(64.6%)	148	(71.5%)	6	(60.0%)	12	(46.6%)	26	(61.9%)
Strongly Agree	228	(25.3%)	42	(20.3%)	1	(10.0%)	4	(15.4%)	5	(11.9%)
	902	(100.0%)	207	(100.0%)	10	(100.0%)	26	(100.0%)	42	(100.0%)

N = 1,187

Findings

Table 8 indicates that students generally feel OC offers a positive learning experience. Table 8 also indicates that 30 percent of the administrators, 38.4 percent of the faculty, and 26.2 percent of the classified staff who responded indicated some disagreement with question 8.

RECOMMENDATION:

None.

Survey Question 9:
TABLE 9

"OC does a good job of helping students and staff learn to get along with people who are different from themselves."

"OC does a good job of helping students and staff learn to work with people who are from backgrounds different from their own."

	STUDENTS				STAFF					
	F-T		P-T		Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Disagree	24	(3.4%)	6	(4.2%)	2	(16.7%)	6	(23.1%)	10	(20.0%)
Slightly Disagree	161	(22.9%)	23	(16.1%)	7	(58.3%)	7	(26.9%)	18	(36.0%)
Agree	428	(60.1%)	95	(66.4%)	3	(25.0%)	12	(46.2%)	18	(36.0%)
Strongly Agree	90	(12.8%)	19	(13.3%)	0	(0.0%)	1	(3.8%)	4	(8.0%)
	703	(100.0%)	143	(100.0%)	12	(100.0%)	26	(100.0%)	50	(100.0%)

N = 934

Findings

Table 9 indicates that 26.3 percent of full-time students and 20.3 percent of part-time students responding indicated some disagreement with question 9. Table 9 also indicates that 75 percent of the administrators, 50 percent of the faculty, and 56 percent of the classified staff who responded indicated some disagreement with question 9.

RECOMMENDATION:

See Recommendation 10.

Survey Question 10: *"OC offers enough ethnic and cultural programs as special events."*
TABLE 10

	STUDENTS				STAFF					
	F-T		P-T		Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Disagree	34	(5.5%)	7	(6.5%)	2	(16.7%)	1	(3.8%)	4	(8.0%)
Slightly Disagree	107	(17.3%)	16	(14.8%)	0	(0.0%)	3	(11.5%)	8	(16.0%)
Agree	371	(60.0%)	71	(65.7%)	9	(75.0%)	15	(57.7%)	20	(40.0%)
Strongly Agree	106	(17.2%)	14	(13.0%)	1	(8.3%)	7	(26.9%)	18	(36.0%)
	618	(100.0%)	108	(100.0%)	12	(100.0%)	26	(100.0%)	50	(100.0%)

N = 814

Findings

Table 10, however, indicates that 22.8 percent of the full-time students and 21.3 percent of the part-time students who responded disagree somewhat with question 10. Table 10 also indicates that 16.7 percent of the administrators, 15.3 percent of the faculty, and 24 percent of the classified staff who responded disagree somewhat with question 10. By far, the majority of all groups agree with question 10.

RECOMMENDATION:

The Cultural Pluralism Committee and newly-hired Multicultural Program Director should work closely with the instructional divisions and staff to continue to provide relevant educationally/culturally acceptable programs and events that enhance students and staff and build positive awareness and appreciation for diversity and self-esteem.

Survey Question 11:
TABLE 11

"No one at OC harasses me or treats me unjustly." *"No one at OC harasses me or treats me unfairly."*

	STUDENTS				STAFF					
	F-T		P-T		Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Disagree	15	(1.2%)	2	(1.1%)	2	(16.7%)	4	(15.4%)	7	(13.5%)
Slightly Disagree	77	(8.6%)	4	(1.1%)	2	(16.7%)	6	(23.1%)	16	(30.1%)
Agree	508	(57.0%)	132	(64.1%)	8	(66.7%)	8	(30.8%)	19	(36.5%)
Strongly Agree	291	(32.7%)	68	(33.0%)	0	(0.0%)	8	(30.8%)	10	(19.2%)
	891	(100.0%)	206	(100.0%)	12	(100.0%)	26	(100.0%)	52	(100.0%)

N = 1,187

Findings

Table 11 indicates that the majority of full-time students and part-time students who responded agree with question 11 that no one treats them unjustly. Table 11 does, however, indicate that 33.4 percent of the administrators, 38.5 percent of the faculty, and 43.6 percent of the classified staff who responded disagree somewhat with question 11.

RECOMMENDATION:

Although the number of administrators, faculty, and classified staff respondents is small, there is a consistent slight disagreement across groups with question 11 that they are not harassed or treated unfairly. There is enough agreement by staff groups that would indicate that some harassment and unfair treatment is occurring. This perception therefore needs to be addressed by working with the faculty association, the administrative group, and the classified association to determine what the specific causes may be and what types of corrective action or training can be provided to change or correct the problem areas.

Survey Question 12:
TABLE 12

	"OC helps students understand what is unacceptable about mistreating people because of their different cultural or ethnic backgrounds."				*"OC educates students about the detrimental effects of discrimination against people from different ethnic or cultural backgrounds."*					
	STUDENTS				STAFF					
	F-T		P-T		Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Disagree	54	(8.6%)	6	(5.2%)	1	(16.7%)	3	(13.0%)	5	(12.8%)
Slightly Disagree	131	(21.0%)	33	(28.4%)	5	(83.3%)	8	(34.8%)	15	(38.5%)
Agree	356	(57.0%)	64	(55.2%)	0	(0.0%)	11	(47.8%)	14	(35.9%)
Strongly Agree	84	(13.4%)	13	(11.2%)	0	(0.0%)	1	(4.3%)	5	(12.8%)
	625	(100.0%)	116	(100.0%)	6	(100.0%)	23	(100.0%)	39	(100.0%)

N = 1,550

Findings

Table 12 indicates that 29.6 percent of the full-time students and 33.6 percent of the part-time students responding disagreed somewhat with question 12. Table 12 also indicates that 100 percent of the administrators, 47.8 percent of the faculty, and 51.3 percent of the classified staff who responded disagreed somewhat with question 12.

RECOMMENDATION:

It is recommended that Olympic College increase cultural diversity awareness at all levels and in multiple modes. Instructional programs and courses, to the degree possible, should include components or objectives that demonstrate a greater appreciation for the contributions of all people. The college must strive to provide workshops and training that will help students and staff. The administration must strive to fully support people of different ethnic or cultural backgrounds who are hired.

Survey Question 13A:
TABLE 13A

	"OC instructors and staff are sensitive to student differences in Age."				*"Most of my co-workers are sensitive to student differences in Age."*					
	STUDENTS				STAFF					
	F-T		P-T		Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Disagree	29	(3.6%)	4	(2.3%)	0	(0.0%)	1	(4.0%)	3	(6.1%)
Slightly Disagree	110	(13.7%)	15	(8.6%)	1	(8.3%)	2	(8.0%)	3	(6.1%)
Agree	498	(62.2%)	124	(71.3%)	10	(83.3%)	17	(68.0%)	29	(59.2%)
Strongly Agree	164	(20.5%)	31	(17.8%)	1	(8.3%)	5	(20.0%)	14	(28.6%)
	801	(100.0%)	174	(100.0%)	12	(100.0%)	25	(100.0%)	49	(100.0%)

N = 1,061

Findings

Table 13A indicates that the majority of full-time and part-time students and OC staff who responded agree with question 13A.

RECOMMENDATION:

None.

Survey Question 13B:
TABLE 13B

	"OC instructors and staff are sensitive to student differences in Gender."				*"Most of my co-workers are sensitive to student differences in Gender."*					
	STUDENTS				STAFF					
	F-T		P-T		Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Disagree	15	(1.9%)	3	(1.2%)	0	(0.0%)	2	(8.0%)	3	(6.1%)
Slightly Disagree	96	(12.2%)	15	(8.9%)	1	(8.3%)	3	(12.0%)	5	(10.2%)
Agree	533	(67.5%)	119	(70.8%)	10	(83.3%)	14	(56.0%)	25	(51.0%)
Strongly Agree	146	(18.5%)	31	(18.5%)	1	(8.3%)	6	(24.0%)	16	(32.7%)
	790	(100.0%)	168	(100.0%)	12	(100.0%)	25	(100.0%)	49	(100.0%)

N = 1,044

Findings

Table 13B indicates that the full-time and part-time students and the administrators who responded agree with question 13B. Table 13B, however, also indicates that 20 percent of the faculty and 16.3 percent of the classified staff who responded find some disagreement with question 13B.

RECOMMENDATION:

Continue to provide awareness-building workshops and training that change attitudes and perceptions.

Survey Question 13C:
TABLE 13C

	"OC instructors and staff are sensitive to student differences in Learning Abilities."				*"Most of my co-workers are sensitive to student differences in Learning Abilities."*					
	STUDENTS				STAFF					
	F-T		P-T		Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Disagree	28	(3.6%)	5	(3.1%)	1	(8.3%)	1	(4.0%)	3	(6.4%)
Slightly Disagree	113	(14.7%)	21	(13.1%)	4	(33.3%)	6	(24.0%)	6	(12.8%)
Agree	474	(61.6%)	108	(67.5%)	6	(50.0%)	15	(60.0%)	23	(48.9%)
Strongly Agree	154	(20.0%)	26	(16.3%)	1	(8.3%)	3	(12.0%)	15	(31.9%)
	769	(100.0%)	160	(100.0%)	12	(100.0%)	25	(100.0%)	47	(100.0%)

N = 1,013

Findings

Table 13C indicates that 18.3 percent of the full-time students and 16.2 percent of the part-time students who responded disagree somewhat with question 13C. Table 13C also indicates that 41.6 percent of the administrators, 28 percent of the faculty, and 19.2 percent of the classified staff who responded disagree somewhat with question 13C.

RECOMMENDATION:

That professional development activities provided through the faculty and classified committees and associations include workshops and training that addresses the issues implied in Table 13C.

Survey Question 13D:
TABLE 13D

	"OC instructors and staff are sensitive to student differences in Physical Abilities."				*"Most of my co-workers are sensitive to student differences in Physical Abilities."*					
	STUDENTS				STAFF					
	F-T		P-T		Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Disagree	14	(1.2%)	5	(3.4%)	1	(8.3%)	2	(8.0%)	4	(8.2%)
Slightly Disagree	56	(7.6%)	8	(5.4%)	0	(0.0%)	1	(4.0%)	4	(8.2%)
Agree	497	(67.1%)	107	(71.8%)	9	(75.0%)	19	(76.0%)	24	(49.0%)
Strongly Agree	174	(23.5%)	29	(19.5%)	2	(16.7%)	3	(12.0%)	17	(34.7%)
	741	(100.0%)	149	(100.0%)	12	(100.0%)	25	(100.0%)	49	(100.0%)

N = 976

Findings

Table 13D indicates that the majority of the full-time and part-time students and the OC staff who responded agree with question 13D.

RECOMMENDATION:

Continue to support the efforts of Supportive Services staff in helping OC rise to the highest level of sensitivity and response relative to the special population students.

Survey Question 14:
TABLE 14

	"The curriculum and programs adequately address cultural diversity at OC."						*"There ar faculty d at OC de different backgrou*		*quate staff and ment opportunities with people from l and ethnic*	
	STUDENTS						FF			
	F-T		P-T		Admin		ulty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)		(%)	N	(%)
Disagree	24	(3.4%)	5	(3.6%)	2	(16.7%)		11.5%)	6	(12.0%)
Slightly Disagree	144	(20.6%)	23	(16.4%)	4	(33.3%)		46.2%)	14	(28.0%)
Agree	431	(61.7%)	93	(66.4%)	6	(50.0%)		26.9%)	19	(38.0%)
Strongly Agree	99	(14.2%)	19	(13.6%)	0	(0.0%)		15.4%)	11	(22.0%)
	698	(100.0%)	140	(100.0%)	12	(100.0%)		100.0%)	50	(100.0%)

N = 926

Findings

Table 14 indicates that 24 percent of the full-time and 20 perce ne part-time students who responded disagree somewhat with question 14. Table 14 also in s that 50 percent of the administrators, 57.7 percent of the faculty, and 40 percent of the classifi- f who responded disagree somewhat with question 14.

RECOMMENDATION:

Student perceptions are relatively positive (80 percent) that th riculum and programs are addressing cultural diversity at OC. The new Multicultural Program Di needs to work closely with the faculty and students in developing relevant educational and cu activities. The curriculum approval process should continue to track what cultural inclusion exis ourses and to strive to plan courses to reflect cultural diversity and to integrate cultural diversity tives into existing courses, where and when possible and appropriate.

The staff groups who responded indicate a strong need to in e staff/faculty development opportunities as outlined in table 14. The Opening Days for Fall 1994 ost a keynote speaker who will address the topic of multiculturalism. In addition, a number of facult n diverse backgrounds have been recently hired and will provide some positive interaction in the ning year. They should be involved with their peers in helping to define professional developmen vities that can enhance and build awareness.

Survey Question 15:
TABLE 15

	"OC classes and programs adequately discuss women's and men's issues."				*"There are adequate staff and faculty development opportunities at OC that address men's and women's issues."*					
	STUDENTS				STAFF					
	F-T		P-T		Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Disagree	[illegible]	(7.8%)	9	(7.5%)	3	(25.0%)	4	(16.0%)	9	(17.6%)
Slightly Disagree	166	(24.4%)	27	(22.5%)	4	(33.3%)	5	(20.0%)	22	(43.1%)
Agree	396	(58.2%)	69	(57.5%)	5	(41.7%)	13	(52.0%)	13	(25.5%)
Strongly Agree	65	(9.6%)	15	(12.5%)	0	(0.0%)	3	(12.0%)	7	(13.7%)
	680	(100.0%)	120	(100.0%)	12	(100.0%)	25	(100.0%)	51	(100.0%)

N = 888

Findings

Table 15 indicates that 32.2 percent of the full-time students and 30 percent of the part-time students who responded disagree somewhat with question 15. Table 15 also indicates that 58.3 percent of the administrators, 36 percent of the faculty, and 60.7 percent of the classified staff disagree somewhat with question 15.

RECOMMENDATION:

Table 15 indicates a need to develop programs or workshops which address both men's and women's issues, particularly for staff. An issues symposium might be considered as a vehicle, and the various student and staff associations could sponsor the event, with administrative support.

Survey Question 16:
TABLE 16

	"The ratio of women and men students in my classes reflects diversity."				*"The ratio of female and male employees in my department reflects diversity."*					
	STUDENTS				STAFF					
	F-T		P-T		Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Disagree	57	(7.0%)	9	(4.8%)	4	(33.3%)	2	(7.1%)	13	(24.5%)
Slightly Disagree	114	(14.0%)	29	(15.5%)	2	(16.7%)	2	(7.1%)	12	(22.6%)
Agree	522	(64.1%)	122	(65.2%)	5	(41.7%)	19	(67.9%)	20	(37.7%)
Strongly Agree	121	(14.9%)	27	(14.4%)	1	(8.3%)	5	(17.9%)	8	(15.1%)
	814	(100.0%)	187	(100.0%)	12	(100.0%)	28	(100.0%)	53	(100.0%)

N = 1,084

Findings

Table 16 indicates that 21 percent of the full-time students and 20.3 percent of the part-time students who responded to question 16 disagree somewhat. Table 16 also indicates that 50 percent of the administrators, 14.2 percent of the faculty, and 47.1 percent of the classified staff who respond disagree somewhat.

RECOMMENDATION:

Olympic College should continue to explore every option in recruiting and retaining a diverse student population.

In terms of staff, OC should continue its commitment to recruit and hire as many qualified individuals who meet diversity goals as possible.

Survey Question 17:
TABLE 17

"It is apparent that a number of students from different cultural and ethnic backgrounds attend OC."

	STUDENTS				STAFF					
	F-T		P-T		Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Disagree	6	(1.0%)	4	(2.0%)	1	(9.1%)	0	(0.0%)	0	(0.0%)
Slightly Disagree	69	(8.0%)	14	(7.1%)	0	(0.0%)	2	(7.4%)	4	(7.4%)
Agree	561	(64.7%)	128	(64.6%)	9	(81.8%)	19	(70.4%)	31	(57.4%)
Strongly Agree	231	(26.6%)	52	(26.3%)	1	(9.1%)	6	(22.2%)	19	(35.2%)
	867	(100.0%)	198	(100.0%)	11	(100.0%)	27	(100.0%)	54	(100.0%)

N = 991

Findings

Table 17 indicates that students and staff agree with question 17.

RECOMMENDATION:

None.

Survey Question 18:
TABLE 18

"It is apparent that a number of instructors from different cultural and ethnic backgrounds work at OC."

	STUDENTS				STAFF					
	F-T		P-T		Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Disagree	70	(9.3%)	11	(7.5%)	6	(54.5%)	7	(25.9%)	16	(29.6%)
Slightly Disagree	237	(31.5%)	31	(21.2%)	3	(27.3%)	12	(44.4%)	15	(27.8%)
Agree	352	(46.7%)	87	(59.6%)	1	(9.0%)	5	(18.5%)	19	(35.2%)
Strongly Agree	94	(12.5%)	17	(11.6%)	1	(9.0%)	3	(11.1%)	4	(7.4%)
	753	(100.0%)	146	(100.0%)	11	(100.0%)	27	(100.0%)	54	(100.0%)

N = 991

Findings

Table 18 indicates that 40.8 percent of the full-time students and 28.7 percent of the part-time students disagree somewhat with question 18. Table 18 also indicates that 81.8 percent of the administrators, 70.3 percent of the faculty, and 57.4 percent of the classified staff who responded disagree with question 18. Table 18 supports the fact that there are few instructors from different cultural and ethnic backgrounds at OC.

RECOMMENDATION:

Olympic College should continue affirmative search efforts to diversify its instructional staff at every opportunity.

Survey Question 19:
TABLE 19

"OC instructors are willing to give extra help to students whose native language is not English."

"OC instructors and staff are sensitive to the special needs of students whose language is not English."

	STUDENTS				STAFF					
	F-T		P-T		Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Disagree	12	(3.5%)	2	(3.5%)	1	(11.1%)	1	(4.0%)	5	(11.1%)
Slightly Disagree	60	(17.3%)	6	(10.5%)	6	(66.7%)	10	(40.0%)	18	(40.0%)
Agree	216	(62.4%)	37	(64.9%)	2	(22.2%)	13	(52.0%)	19	(42.2%)
Strongly Agree	58	(16.8%)	12	(21.1%)	0	(0.0%)	1	(4.0%)	3	(6.7%)
	346	(100.0%)	57	(100.0%)	9	(100.0%)	25	(100.0%)	45	(100.0%)

N = 482

Findings

Table 19 indicates that 20.8 percent of the full-time students and 14 percent of the part-time students disagree somewhat with question 19. Table 19 also indicates that 77.8 percent of the administrators, 44 percent of the faculty, and 51.1 percent of the classified staff who responded disagree with question 19.

RECOMMENDATION:

There is a need to formalize a process at Olympic College of meeting the needs of students whose native language is not English. The college may need to consider allocating additional resources to help meet this need.

Survey Question 20:
TABLE 20

"OC has done a good job in making the campus accessible to people with physical disabilities."

	STUDENTS				STAFF					
	F-T		P-T		Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Disagree	16	(2.0%)	2	(1.0%)	2	(16.7%)	1	(3.8%)	4	(7.4%)
Slightly Disagree	44	(5.5%)	11	(6.5%)	1	(8.3%)	6	(23.1%)	9	(16.7%)
Agree	482	(60.5%)	110	(65.1%)	6	(50.0%)	15	(57.7%)	30	(55.6%)
Strongly Agree	255	(32.0%)	46	(27.2%)	3	(25.0%)	4	(15.4%)	11	(20.4%)
	797	(100.0%)	169	(100.0%)	12	(100.0%)	26	(100.0%)	54	(100.0%)

N = 1,058

Findings

Table 20 indicates that the majority of full-time and part-time students who responded agree with question 20.

Twenty-five percent of the administrators, 26.9 percent of the faculty, and 24.1 percent of the classified staff who responded disagree.

RECOMMENDATION:

Continued support is needed to fully implement the ADA requirements at OC. The administration should regularly seek funding resources to help with removal of all barriers. The faculty should take advantage of every opportunity to assist special population students to succeed.

Survey Question 21:
TABLE 21

"My classes include information about people from different ethnic and cultural backgrounds."

"Courses at OC contain materials representing the points of view of people from a variety of ethnic and cultural backgrounds."

	STUDENTS				STAFF					
	F-T		P-T		Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Disagree	77	(11.2%)	18	(13.8%)	1	(14.3%)	1	(4.8%)	3	(11.1%)
Slightly Disagree	141	(20.5%)	21	(16.2%)	4	(57.1%)	7	(33.3%)	10	(37.0%)
Agree	376	(54.7%)	66	(50.8%)	2	(28.6%)	11	(52.4%)	12	(44.4%)
Strongly Agree	93	(13.5%)	25	(19.2%)	0	(0.0%)	2	(9.5%)	2	(7.4%)
	687	(100.0%)	130	(100.0%)	7	(100.0%)	21	(100.0%)	27	(100.0%)

N = 872

Findings

Table 21 indicates that 31.7 percent of the full-time students and 30 percent of the part-time students who responded disagree somewhat with question 2.

Seventy-one point four percent of the administrators, 38.1 percent of the faculty, and 48.1 percent of the classified staff who responded also disagree or slightly disagree with question 2.

RECOMMENDATION:

Curriculum revisions and reviews should include greater awareness of the contributions of all people. Curriculum Instruction Council actions and activities should reflect these considerations.

Survey Question 22:
TABLE 22

"A diversity of students enriches the OC environment."

	STUDENTS				STAFF					
	F-T		P-T		Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Disagree	17	(2.1%)	2	(1.1%)	0	(0.0%)	0	(0.0%)	0	(0.0%)
Slightly Disagree	47	(5.7%)	8	(4.3%)	0	(0.0%)	1	(3.6%)	8	(15.4%)
Agree	512	(61.8%)	123	(65.8%)	5	(41.7%)	11	(39.3%)	28	(53.8%)
Strongly Agree	252	(30.4%)	54	(28.9%)	7	(58.3%)	16	(57.1%)	16	(30.8%)
	828	(100.0%)	187	(100.0%)	12	(100.0%)	28	(100.0%)	52	(100.0%)

N = 1,107

Findings

Table 22 indicates that the majority of students, administrators, faculty, and classified staff who responded agree that diversity enriches the OC environment.

RECOMMENDATION:

None.

Survey Question 23A:
TABLE 23A

"I feel that my instructors want to help me be a successful student."

	STUDENTS			
	F-T		P-T	
RESPONSE	N	(%)	N	(%)
Disagree	24	(2.7%)	3	(1.4%)
Slightly Disagree	109	(12.3%)	16	(7.1%)
Agree	491	(55.6%)	127	(61.4%)
Strongly Agree	259	(29.3%)	61	(29.5%)
	883	(100.0%)	207	(100.0%)

N = 1,090

Findings

Table 23A indicates that the majority of full-time and part-time students who responded agree that instructors want them to be successful.

RECOMMENDATION:

Keep up the good work.

Survey Question 23B:
TABLE 23B

"Among members of my department, there is a general acceptance of employees who are from diverse cultural and ethnic backgrounds."

	STAFF					
	Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)
Disagree	1	(9.1%)	0	(0.0%)	2	(3.8%)
Slightly Disagree	1	(9.1%)	5	(19.2%)	4	(7.7%)
Agree	6	(54.5%)	8	(30.8%)	30	(57.7%)
Strongly Agree	3	(27.3%)	13	(50.0%)	16	(30.8%)
	11	(100.0%)	26	(100.0%)	52	(100.0%)

N = 89

Findings

Table 23B indicates that the majority of those who responded generally agree with question 23B. There is, however, some disagreement: 18.2 percent for administrators, 19.2 percent for faculty, and 11.5 percent for classified staff.

RECOMMENDATION:

Continue to diversify and provide support to new hires and support to those who must accept the change. See also recommendation for question 12.

Survey Question 24A:
TABLE 24A

"I feel respected by my classmates, regardless of their ethnic or cultural backgrounds."

	STUDENTS			
	F-T		P-T	
RESPONSE	N	(%)	N	(%)
Disagree	12	(1.4%)	2	(1.0%)
Slightly Disagree	58	(6.8%)	7	(3.6%)
Agree	577	(67.3%)	146	(74.9%)
Strongly Agree	210	(24.5%)	40	(20.5%)
	857	(100.0%)	195	(100.0%)

N = 1,052

Findings

Table 24A indicates that most students feel respected as people at OC.

RECOMMENDATION:

Faculty should be acknowledged for their efforts and encouraged to continue them.

Survey Question 24B:
TABLE 24B

"OC promotes employee awareness of issues pertaining to cultural and ethnic diversity."

	STAFF					
	Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)
Disagree	2	(20.0%)	2	(7.1%)	3	(5.9%)
Slightly Disagree	4	(40.0%)	4	(14.3%)	14	(27.5))
Agree	4	(40.0%)	15	(53.6%)	24	(47.1%)
Strongly Agree	0	(0.0%)	7	(25.0%)	10	(19.6%)
	10	(100.0%)	28	(100.0%)	51	(100.0%)

N = 89

Findings

Table 24B indicates that 60 percent of the administrators, 21.4 percent of the faculty, and 33.4 percent of the classified staff who responded disagree or slightly disagree with question 24B.

RECOMMENDATION:

Staff awareness programs should be continued and strengthened. See staff section of question 14.

Survey Question 25A:
TABLE 25A

"My instructors seem interested in the opinions of both male and female students."

	STUDENTS			
	F-T		P-T	
RESPONSE	N	(%)	N	(%)
Disagree	15	(1.7%)	5	(2.4%)
Slightly Disagree	70	(8.0%)	11	(5.4%)
Agree	546	(62.5%)	131	(63.9%)
Strongly Agree	242	(27.7%)	58	(28.3%)
	873	(100.0%)	205	(100.0%)

N = 1,078

Findings

Table 25A indicates that the majority of students who responded agree with question 25A.

RECOMMENDATION:

None.

Survey Question 25B:
TABLE 25B

"Having co-workers from different ethnic and cultural backgrounds enriches the OC environment."

	STAFF					
	Admin		Faculty		Classified	
RESPONSE	N	(%)	N	(%)	N	(%)
Disagree	0	(0.0%)	0	(0.0%)	0	(0.0%)
Slightly Disagree	1	(9.1%)	0	(0.0%)	2	(4.0))
Agree	3	(27.3%)	11	(40.7%)	34	(68.0%)
Strongly Agree	7	(63.6%)	16	(59.3%)	14	(28.0%)
	11	(100.0%)	27	(100.0%)	50	(100.0%)

N = 88

Findings

Table 25B indicates that the majority of students who responded agree that having a diverse workforce at Olympic College enhances the college environment.

RECOMMENDATION:

Continue to diversify at every opportunity.

Survey Question 26:
TABLE 26

"My instructors encourage class participation from students, regardless of their ethnic or cultural backgrounds."

	STUDENTS			
	F-T		P-T	
RESPONSE	N	(%)	N	(%)
Disagree	7	(1.0%)	3	(1.5%)
Slightly Disagree	33	(3.8%)	2	(1.0%)
Agree	552	(62.7%)	128	(62.4%)
Strongly Agree	288	(32.7%)	72	(35.1%)
	880	(100.0%)	205	(100.0%)

N = 1,085

Findings

Table 26 indicates that the majority of students who responded feel that instructors encourage participation from all students.

RECOMMENDATION:

None.

Survey Question 27:
TABLE 27

"OC does a good job of seeking students' opinions about how to make the campus a better place to go to school."

	STUDENTS			
	F-T		P-T	
RESPONSE	N	(%)	N	(%)
Disagree	75	(10.3%)	9	(6.9%)
Slightly Disagree	157	(21.7%)	31	(23.8%)
Agree	396	(54.6%)	71	(54.6%)
Strongly Agree	97	(13.4%)	19	(14.6%)
	725	(100.0%)	130	(100.0%)

N = 855

Findings

Table 27 indicates that 21.7 percent of the full-time students and 30.7 percent of the part-time students who responded disagree somewhat with question 27.

RECOMMENDATION:

That the Associated Students and Student Services conduct surveys and hold student focus groups to help identify where improvement of Olympic College can occur.

Survey Question 28:
TABLE 28

"I am satisfied with services at OC that help students with study skills, tutoring, and dealing with test anxiety."

	STUDENTS			
	F-T		P-T	
RESPONSE	N	(%)	N	(%)
Disagree	39	(5.5%)	10	(8.3%)
Slightly Disagree	117	(16.4%)	15	(12.4%)
Agree	426	(59.7%)	78	(64.5%)
Strongly Agree	130	(18.2%)	18	(14.9%)
	713	(100.0%)	121	(100.0%)

N = 834

Findings

Table 28 indicates that 21.9 percent of the full-time and 20.7 percent of the part-time students who responded disagree somewhat with question 28.

RECOMMENDATION:

Olympic College should strive to increase its commitment to units that provide study skills instruction and tutoring assistance.

Survey Question 29:
TABLE 29

"I appreciate having students from different ethnic and cultural backgrounds in my classes."

	STUDENTS			
	F-T		P-T	
RESPONSE	N	(%)	N	(%)
Disagree	8	(1.0%)	2	(1.0%)
Slightly Disagree	21	(2.5%)	4	(2.0%)
Agree	512	(60.2%)	110	(55.8%)
Strongly Agree	308	(36.2%)	81	(41.1%)
	850	(100.0%)	197	(100.0%)

N = 1,047

Findings

Table 29 indicates that the overwhelming majority of the full-time and part-time students who responded agree or strongly agree with question 29.

RECOMMENDATION:

Table 29 conveys a positive acceptance and awareness that should be reported regularly to students and staff through various media channels.

Survey Question 30:
TABLE 30

"I appreciate having both women and men as instructors at OC."

	STUDENTS			
	F-T		P-T	
RESPONSE	N	(%)	N	(%)
Disagree	2	(1.0%)	2	(1.0%)
Slightly Disagree	7	(1.0%)	1	(1.0%)
Agree	474	(54.7%)	108	(55.4%)
Strongly Agree	383	(44.2%)	84	(43.1%)
	867	(100.0%)	195	(100.0%)

N = 1,062

Findings

Table 30 indicates, like table 29, a positive appreciation for the diversity of the OC instructional staff.

RECOMMENDATION:

Same as question 29.

Survey Question 31:
TABLE 31

"I am satisfied with the ratio of women and men instructors and staff at OC."

	STUDENTS			
	F-T		P-T	
RESPONSE	N	(%)	N	(%)
Disagree	14	(1.8%)	3	(2.0%)
Slightly Disagree	41	(5.4%)	4	(2.6%)
Agree	484	(63.4%)	110	(72.4%)
Strongly Agree	225	(29.5%)	35	(23.0%)
	764	(100.0%)	152	(100.0%)

N = 916

Findings

Table 31 indicates that the majority of those students who responded are satisfied with the ratio of men and women instructors and staff at Olympic College.

RECOMMENDATION:

None.

Survey Question 32:
TABLE 32

"I feel that OC instructors make enough effort to assist students with learning disabilities."

	STUDENTS			
	F-T		P-T	
RESPONSE	N	(%)	N	(%)
Disagree	16	(2.8%)	4	(4.0%)
Slightly Disagree	85	(15.1%)	11	(10.9%)
Agree	374	(66.5%)	75	(74.3%)
Strongly Agree	87	(15.5%)	11	(10.9%)
	562	(100.0%)	101	(100.0%)

N = 663

Findings

Table 32 indicates that 17.9 percent of the full-time students and 14.9 percent of the part-time students who responded disagree or slightly disagree with question 32.

RECOMMENDATION:

Continue to provide workshops on how to teach, and provide instructional services to students with learning disabilities. Provide ongoing instruction on the Americans with Disabilities Act (ADA) and related institutional responsibilities.

Survey Question 33:
TABLE 33

"I am satisfied with the number of opportunities I have at OC to meet and talk with people from different ethnic and cultural backgrounds."

	STUDENTS			
	F-T		P-T	
RESPONSE	N	(%)	N	(%)
Disagree	26	(3.5%)	2	(1.3%)
Slightly Disagree	84	(11.3%)	19	(11.9%)
Agree	498	(67.0%)	117	(73.1%)
Strongly Agree	135	(18.2%)	22	(13.8%)
	743	(100.0%)	160	(100.0%)

N = 903

Findings

Table 33 indicates most of the students who responded agree with question 33.

RECOMMENDATION:

All college units should continue to provide relevant educational experiences and cultural events and programs which enable people to build an awareness and appreciation for cultural diversity.

Survey Question 34:
TABLE 34

"There are adequate student organizations at OC representing people from different ethnic and cultural backgrounds."

	STUDENTS			
	F-T		P-T	
RESPONSE	N	(%)	N	(%)
Disagree	26	(4.6%)	4	(4.7%)
Slightly Disagree	69	(12.2%)	6	(7.0%)
Agree	395	(69.9%)	61	(70.9%)
Strongly Agree	75	(13.3%)	15	(17.4%)
	565	(100.0%)	86	(100.0%)

N = 651

Findings

Table 34 indicates a majority of students who responded agree with question 34.

RECOMMENDATION:

The Multicultural Program should be strengthened and stabilized.

Survey Question 35:
TABLE 35

"OC is doing a good job of meeting my educational needs."

	STUDENTS			
	F-T		P-T	
RESPONSE	N	(%)	N	(%)
Disagree	44	(5.0%)	14	(6.9%)
Slightly Disagree	149	(16.8%)	45	(22.1%)
Agree	513	(57.9%)	112	(54.9%)
Strongly Agree	180	(20.3%)	33	(16.2%)
	886	(100.0%)	204	(100.0%)

N = 1,090

Findings

Table 35 indicates that 21.8 percent of the full-time students and 29 percent of the part-time students who responded disagree with question 35.

RECOMMENDATION:

Implementation of the progression plan should assist these students.

Survey Question 36:
TABLE 36

"I would encourage my best friend to attend classes at OC."

	STUDENTS			
	F-T		P-T	
RESPONSE	N	(%)	N	(%)
Disagree	41	(4.7%)	6	(3.0%)
Slightly Disagree	84	(9.7%)	21	(10.3%)
Agree	517	(59.6%)	130	(64.0%)
Strongly Agree	225	(26.0%)	46	(22.7%)
	867	(100.0%)	203	(100.0%)

N = 1,070

Findings

Table 36 indicates that a majority of the students who responded would encourage their best friend to attend classes at Olympic College.

RECOMMENDATION:

Promote positive findings to students and staff through campus media.

APPENDIX A

GENDER DISTRIBUTION – STAFF

	STAFF					
	Admin		Faculty		Classified	
GENDER	N	(%)	N	(%)	N	(%)
Male	6	(50.0%)	15	(53.6%)	11	(20.4%)
Female	6	(50.0%)	13	(46.4%)	43	(79.6%)
	12	(100.0%)	28	(100.0%)	54	(100.0%)

N = 83

ETHNICITY DISTRIBUTION – STUDENTS

	STUDENTS Frequency	
ETHNICITY	N	(%)
Black or African American	58	(5.0%)
Hispanic	49	(4.3%)
Asian/Pacific Islander	110	(9.7%)
Native American	37	(3.3%)
White	876	(77.0%)
	1138	(99.3%)

N = 1,138

ENGLISH AS NATIVE LANGUAGE – STUDENTS

	STUDENTS Frequency	
ENGLISH AS NATIVE LANG.	N	(%)
Yes	1069	(93.9%)
No	69	(6.1%)
	1138	(100.0%)

N = 1,138

U.S. CITIZENSHIP – STUDENTS

	STUDENTS Frequency	
U.S. CITIZEN	N	(%)
Yes	1111	(97.5%)
No	28	(2.2%)
	1138	(100.0%)

N = 1,138

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